



Royal Canadian
Mounted Police

Gendarmerie royale
du Canada

May 1, 1990

Your file Votre référence

PRIVATE & CONFIDENTIAL

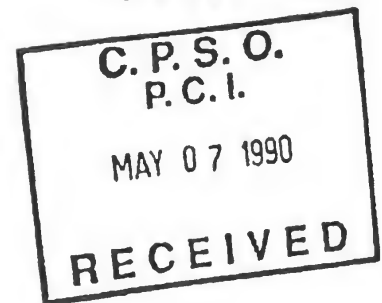
Ms. Marjorie Tavelli, Investigator,
Public Complaints & Investigation,
College of Physicians & Surgeons of Ontario,
80 College St.
Toronto, Ontario.
MSG 2E2

Our file Notre référence

Personal. 19084

Dear Ms. Tavelli:

Re: Mrs. V. Gravelle
→ Ms. H. Henderson
Ms. S. Corriveau



Enclosed you will find two confidential envelopes containing photostat copies of the medical files held in my office on Mrs. Vicki Gravelle and Ms. Sylvie Corriveau. These are forwarded in accord with the request in your letter of February 23, 1990. We do not now have a medical file on Mrs. Helen Henderson, nee Murphy.

I have also attached copies of regulations selected from the RCMP Manuals which provide direction to physicians when conducting medical examinations on applicants to the Force.

My personal calendar indicates that Helen Murphy was examined as an applicant to the RCMP by this office on February 10, 1987. The results of such examination were placed in a sealed envelope in accordance with the directive outlined in the regulation. (I refer you to the attachments and draw your attention to section "L"). The records were forwarded, as

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instructed, to the Staffing and Personnel Officer, (S & PO). Ordinarily, when the candidate is selected for enrolment, such records will be passed to the Health Services Unit supporting the geographic area in which the individual is posted. If, for any reason, the applicant is not considered suitable as a candidate for the Force they are so notified and all records will be kept by the S & PO for a period of three years, at which time they will be destroyed.

In the case of Helen Murphy, she was not accepted for enrolment for reasons of which I am unaware, and, unfortunately, most of her applicant documentation was prematurely destroyed by staff in the records-keeping section. Included in that loss were the medical records associated with her application and generated around the February, 1987, time frame. I cannot, therefore, comply with your request to forward her medical documentation. I can only say that papers of a similar nature to those seen in the files of Mrs. Gravelle and Ms. Corriveau would also have been placed on confidential file for Helen Murphy.

You will see, upon review of the attachments, and the enclosures, that a very comprehensive medical assessment is required of all applicants. In the case of "Civilian Member" applicants, (as was the situation for Mrs. Gravelle and for Ms. Corriveau), there is no requirement for Fitness Testing nor dental examination as neither of these factors have any

consideration in their future employment. In all other facets of the procedure, the requirement is the same as for those applying as "uniformed" members of the Force. Applicants accepted and enrolled as uniformed members are sent to "Depot" Division for basic training. During this time they are required to undergo a "Post Engagement Examination" as indicated in Section "J" of the attachments to this letter. You will note that the attachment identified as "Appendix II-2-3," in paragraph 2-b, makes reference to teaching of breast self-examination technique. I choose to introduce instruction at this medical opportunity because I have the time, because my readings in medical publications indicate poor attention paid by professionals to this important topic, because it helps to establish a rapport and because it lets the applicant know exactly what to expect in the examining room. In the case of Civilian Members there will not ordinarily be another opportunity to address this matter. I spend the time, as an instructor telling the patient why it is important and what is to be done. In the examining room I reinforce the learning process by demonstration and conclude by summarizing what has been done and what has been observed, or, more significantly, what has not been observed.

Similarly, while in the office, I provide a detailed explanation of what is entailed in the whole process of the applicant examination. The results of all preliminary testing

are reviewed on an item-by-item basis. The functional enquiry and past history is administered by myself, asking each of the major questions and expanding the inquiry as may be indicated. Further detailed description of the procedure of a complete physical examination is provided, along with strong encouragement to ask questions as the need arises.

You will note that the directives also recommend a female attendant during the exam process. Because some women have expressed a personal concern to me about having a third party in the examining room I have always made it a point to determine the preference of the individual and to abide by their wishes. In all cases, every attempt is made to keep the patient as decorously covered as possible and to provide as much privacy as necessary for dressing up, or down, as required.

When the physical examination has been completed I return to my office to complete the paper work. The applicant is requested to rejoin me in my office when they have re-dressed and, together, we review my findings and observations that are to be documented.

The entire process consumes approximately 1 1/2 to 2 hours, dependent on the detail obtained in preliminary questioning and the questions asked by the applicant. I have made it my specific

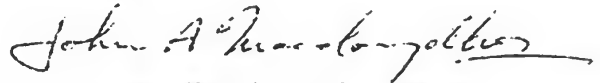
policy to give each patient, applicants included, the appearance of having as much time available to them as individuals as is necessary to satisfy each of their needs. I have been personally pleased that such attitude has apparently been appreciated, up to now, as has been reflected in spontaneous unsolicited comments from my patients, both male and female, when they remark that the examination has been more thorough than any they have ever experienced and that they have learned more, in detail, about their status than they have ever been told before.

I am, at this time, uncertain if it is your opinion that I should provide a line-by-line analysis of the statements submitted by these ladies. All such applicants, both male and female, are examined in an atmosphere that is intended to be as comfortable as possible in a situation that is recognized by me to be provocative of anxiety. (They are being critically examined for employment suitability and they are being examined by an unknown physician; in the case of women, by a physician of the opposite sex). I have been encouraged in the past that my approach under these circumstances is correct and that the intended goal has been achieved. I am deeply disappointed that the applicants, subject of this investigation, have felt in any way mistreated. If, in your opinion, there remains a requirement

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to comment on the specific content of their statements as presented I would appreciate further instruction at your convenience.

Yours truly,



John A. Macdougall, M.D.
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